**Pitt County Board of Education**

**Combined HR & Finance Committee Meeting**

**April 23, 2013**

**4:00 p.m.**

The Human Resources and Finance Standing Committees of Pitt County Schools was called to order at 1717 West Fifth Street, Greenville, North Carolina, at 4:01 p.m. pursuant to the notice sent to all Board members, Superintendent, and the County Commissioners’ Representative.

The following HR and Finance Committee members were present:, Benji Forrest, Jill Camnitz, Mildred Council, Robert Moore Jennifer Little, Mary Williams, Delilah Jackson, Micheal Cowin and Pamela Miller. Barbara Owens arrived late.

Absent: Sean Kenney and Billy Peaden

Others in attendance: Glen Buck-Personnel Director, Chena Cayton, Wahl Coates Principal, Mary Robinson, PCAE President, Brock Letchworth, Public Information Officer, Dr. Emory, Superintendent.

The Combined Committee meeting was called to order by Benji Forest, Finance Chairperson at 4:01

PM.

A quorum was declared and the minutes approved with a motion by Jennifer Little and seconded by Jill Camnitz.

**Old Business**

**Micheal Cowin reviewed the proposed Budget.**

Mr. Cowin proposed the increase in the County appropriations. Ms. Camnitz moved to approve that Mr. Cowin present the budget to the full Board which is also to be presented to the County Commissioners. The motion was seconded by Ms. Little and approved.

Mr. Cowin reiterated that he will be presenting the full $1.4 million proposed increased to the Board at the May 6th meeting.

**Dr. Delilah Jackson presented feedback from the PAPA Committee Group Meeting.**

Dr. Jackson was pleased to report that there were good conversations from the combined HR and Finance PAPA groups. It was pointed out that we had to balance between recruitment and retention.

Dr. Jackson presented an assessment of ways to defer from the upfront costs of recruitment. In her meetings with several different service providers there’s possibilities of assistance of housing security deposits, moving costs, free cable to name a few. Dr. Jackson says there will be further meetings with banking facilities as well as the local utilities and cable companies in trying to build the non-tangible incentives. Dr. Jackson, Dr. Emory and Tom Feller had the opportunity to meet in Raleigh recently with legislators. It has been realized that all counties share similar situations of recruitment, retention, supplements, etc.

Both Dr. Jackson and Mr. Cowin felt from their research that the state is heading toward achievement pay.

**Mr. Cowin – Governor’s Budget and Impact of TA’s.**

Mr. Cowin thought it better to get the information out to the Principals, PCAE and the TA Association as a way of being proactive. 121 positions would be our TA impact. Dr. Jackson looked at the numbers and determined the natural attrition was between 40 and 50.

Motion to Adjourn and properly seconded at 5:19 p.m.